

ARLINGTON PUBLIC SCHOOLS

In accordance with the provisions of the Massachusetts General laws, Chapter 30A, Section 20, notice is hereby given for the following meeting of the:

***Arlington School Committee
Standing Subcommittee: Superintendent Search Process Committee
Monday, September 21, 2020
11:30 AM***

Conducted by Remote Participation

<https://www.mass.gov/doc/order-suspending-certain-provision-of-open-meeting-law/download>

Open Meeting

You are invited to a Zoom webinar:

When: Sep 21, 2020 11:30 AM Eastern Time (US and Canada)

Topic: School Committee Superintendent Search Process Meeting

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_hvO2C710SLSh7UimCzevvg

After registering, you will receive a confirmation email containing information about joining the webinar.

Public Comment

Members of the public are asked to send written comment to kfitzgerald@arlington.k12.ma.us or can register to speak via the webinar by emailing kfitzgerald@arlington.k12.ma.us by 9:00 am on Monday, September 21, 2020.

Approval of Minutes, September 3, 2020

Nomination of members for the Superintendent Search Screening Committee

Adjournment

The listings of matters are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Stated times and time amounts, listed in parenthesis, are the estimated amount of time

for that particular agenda item. Actual times may be shorter or longer depending on the time needed to fully explore the topic.

Submitted by Paul Schlichtman, Chair

Massachusetts law requires all open session meetings of public bodies to be accessible to members of the public, including those with disabilities. If you need reasonable accommodations in order to participate in the meeting, contact the Administrative Assistant to the Arlington School Committee Karen Fitzgerald at kfitzgerald@arlington.k12.ma.us in advance of the meeting.



Town of Arlington, Massachusetts

Meeting Location

Summary:

Conducted by Remote Participation

<https://www.mass.gov/doc/order-suspending-certain-provision-of-open-meeting-law/download>



Town of Arlington, Massachusetts

Open Meeting

Summary:

You are invited to a Zoom webinar.

When: Sep 21, 2020 11:30 AM Eastern Time (US and Canada)

Topic: School Committee Superintendent Search Process Meeting

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_hvO2C710SLSh7UimCzewg

After registering, you will receive a confirmation email containing information about joining the webinar.

ATTACHMENTS:

Type	File Name	Description
Reference Material	Remote_Meeting_Script_(00022231xA050C).pdf	Remote Meeting script
Reference Material	Remote_Participation_Checklist_for_COVID-19_Emergency_(00022229xA050C).pdf	Remote Checklist
Reference Material	Supplement_re_Remote_Participation_During_Coronavirus_State_of_Emergency_-_Checklist_and_Script.pdf_(00022235xA050C)_(1)_(1).pdf	Remote Participation

DRAFT SCRIPT FOR REMOTELY CONDUCTED OPEN MEETINGS

Confirming Member Access:

As a preliminary matter, this is [identify meeting manager – Chair, support staff, etc.]. Permit me to confirm that all members and persons anticipated on the agenda are present and can hear me.

- Members, when I call your name, please respond in the affirmative. *State each members' name.*
- Staff, when I call your name, please respond in the affirmative. *State each staff members' name.*
- Anticipated Speakers on the Agenda, please respond in the affirmative. *State each anticipated speakers' name.*

Introduction to Remote Meeting:

Good morning/afternoon/evening. This Open Meeting of [Insert Public Body Name] is being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of the "COVID-19 Virus."

In order to mitigate the transmission of the COVID-19 Virus, we have been advised and directed by the Commonwealth to suspend public gatherings, and as such, the Governor's Order suspends the requirement of the Open Meeting Law to have all meetings in a publicly accessible *physical* location. Further, all members of public bodies are allowed and encouraged to participate remotely.

The Order, which you can find posted with agenda materials for this meeting allows public bodies to meet entirely remotely so long as reasonable public access is afforded so that the public can follow along with the deliberations of the meeting.

Ensuring public access does not ensure public participation unless such participation is required by law. This meeting [will/will not] feature public comment.

For this meeting, [Insert Public Body Name] is convening by [telephone conference/video conference via Zoom App/Facebook Live/etc.] as posted on the Town's Website identifying how the public may join.

For "Zoom" Meetings

Please note that this meetings is being recorded, and that some attendees are participating by video conference.

Accordingly, please be aware that other folks may be able to see you, and that take care not to "screen share" your computer. Anything that you broadcast may be captured by the recording.

Meeting Materials

***For Novus Agenda-Supported Meetings:** All of the materials for this meeting, except any Executive Session materials, are available on the Novus Agenda dashboard, and we recommend the members and the public follow the agenda as posted on Novus unless I/The Chair notes otherwise.

***For Non-Novus Supported Meetings:** All supporting materials that have been provided members of this body are available on the Town's website unless otherwise noted. The public is encouraged to follow along using the posted agenda unless I/The Chair notes otherwise.

Meeting Business Ground Rules

We are now turning to the first item on the agenda. Before we do so, permit me to cover some ground rules for effective and clear conduct of our business and to ensure accurate meeting minutes.

- I/the Chair, will introduce each speaker on the agenda. After they conclude their remarks, the Chair will go down the line of Members, inviting each by name to provide any comment, questions, or motions. Please hold until your name is called. Further,

- Please remember to mute your phone or computer when you are not speaking;
 - Please remember to speak clearly and in a way that helps generate accurate minutes
- For any response, please wait until the Chair yields the floor to you, and state your name before speaking.
- If members wish to engage in colloquy with other members, please do so through the Chair, taking care to identify yourself.
- For Items with Public Comment:

After members have spoken, the Chair will afford public comment as follows:

- The Chair will first ask members of the public who wish to speak to identify their names and addresses only;
 - Once the Chair has a list of all public commentators, I will call on each by name and afford 3 minutes for any comments.
- Finally, each vote taken in this meeting will be conducted by roll call vote.

[Any additional preliminary comments tailored to meetings]

REMOTE PARTICIPATION MEETING CHECKLIST

In Advance of Meeting

- ☐ All non-emergency items properly posted *at least* 48 hours in advance
- ☐ “Executive Order on Remote Participation” is posted with agenda
- ☐ All members received the same documents for meeting
- ☐ Supporting documents posted on Novus or Town website (does not have to be 48 hours in advance unless required by law)
- ☐ For meetings with public participation, encourage written public comments

Initiating Meeting

- ☐ Confirm that all Members are present and can hear each other
- ☐ Read Preamble to Remote Meetings
- ☐ Note materials for meeting available online through Novus or Town website for the public
- ☐ Introduce all members, staff, and persons on the agenda
- ☐ Cover “ground rules”

For “Zoom” Meetings

- ☐ Disable Chat Function for Participants
- ☐ Click “Record Meeting”
- ☐ Advise Participants that Meeting is Being Recorded
- ☐ Caution Participants About Screen Sharing

During Meeting

- ☐ Each speaker states their name before each presentation, comment, or question
- ☐ All votes taken by roll call
- ☐ Meeting Minutes reflect remote status

Technical Difficulties

- ☐ If technical difficulties arise, Chair suspends meeting while attempts to resolve are made
- ☐ Keep accurate minutes noting any disconnections and reconnections of members



**Town of Arlington
Legal Department**

Douglas W. Heim
Town Counsel

50 Pleasant Street
Arlington, MA 02476
Phone: 781.316.3150
Fax: 781.316.3159
E-mail: dheim@town.arlington.ma.us
Website: www.arlingtonma.gov

To: Select Board

Cc: Town Committees and Commissions; Adam Chapdelaine, Town Manager; John Leone, Town Moderator

From: Douglas W. Heim, Town Counsel

Date: March 18, 2020

Re: Supplement – Remote Meeting Checklist and Guidance

Please receive this Supplement to the Memoranda from this Office of March 11, 2020, and March 13, 2020 regarding the Town's options for conducting meetings during the coronavirus (or "COVID-19") State of Emergency in the Commonwealth.

As you will recall, meetings by telephone or video conference during the State of Emergency may proceed with all participants engaging remotely, so long as "alternative means of public access" is provided.¹ Public access can be provided by allowing the public to call in or otherwise join meetings remotely so that they can see and/or hear what takes place at remote participation meetings. To assist you in availing yourselves of these options, this Office has developed a checklist and script for Chairs and administrative support staff for remotely

¹ Certain hearings require additional consideration where public comment and/or participation is required.

conducted open meetings which you will find attached. These documents are intended as guides primarily to ensure the following:

- Accurate meeting minutes can be recorded;
- All other requirements of the Open Meeting Law are met;
- The public understands the modifications to the Open Meeting Law during the State of Emergency; and
- Chairs are able to effectively use new technologies such as the “Zoom” app effectively.

Please keep in mind that unlike some other users of teleconference or videoconference technology, it is essentially that a government body’s business can be accurately understood and recorded in meeting minutes, and that the public can follow along.

If specific circumstances of your meeting require further counsel, such as conducting an executive session by remote meeting, please contact this Office at your convenience for further support.



Town of Arlington, Massachusetts

Public Comment

Summary:

Members of the public are asked to send written comment to kfitzgerald@arlington.k12.ma.us or can register to speak via the webinar by emailing kfitzgerald@arlington.k12.ma.us by 9:00 am on Monday, September 21, 2020.



Town of Arlington, Massachusetts

Approval of Minutes, September 3, 2020

ATTACHMENTS:

Type	File Name	Description
▢ Minutes	Super_Search_090320_minutes.pdf	Superintendent Search Process 09 03 2020

Arlington School Committee
Standing Subcommittee: Superintendent Search Process Committee
Thursday, September 3, 2020
10:00 a.m.

The meeting was conducted via a Zoom webinar.

<https://us02web.zoom.us/j/83074572341?pwd=dE5GWUxRZURsUkxoZ3lTeDhDeFJyUT09>

DRAFT MINUTES: The meeting was called to order at 10:00 a.m.

Subcommittee members present: Paul Schlichtman, Kirsi Allison-Ampe, Len Kardon
Also Present: Jenifer Handy (MASC), Glenn Koocher (MASC), Kathleen Kelly (MASC).

Open Meeting – Governor’s order suspending certain provisions of the Open Meeting Law: Mr. Schlichtman read the script for remotely conducting open meetings and affirmed members are able to hear and respond to the webinar.

Public Comment - None

The subcommittee reviewed the MASC Superintendent Recruitment Brochure. On a **motion** by Mr. Kardon, **seconded** by Dr. Allison-Ampe, it was **voted** to approve the Superintendent Recruitment Brochure, and authorize its distribution and publication by MASC. **Roll Call:**

Kirsi Allison-Ampe	Yes	Len Kardon	Yes
Paul Schlichtman	Yes	(3-0)	

The subcommittee discussed the size and categorical composition of the screening committee. On a **motion** by Mr. Kardon, **seconded** by Dr. Allison-Ampe, it was **voted** to establish a 15 member Superintendent Search Screening Committee. The school committee will strive to ensure search committee members include underrepresented constituencies, as members are chosen to fill these seats.

School Committee Members (3)

Parents (3 – representing elementary/secondary, and one SPED)

Central Office Administrator (1)

Principal or Assistant Principal (2 – representing different levels)

Teachers (2 – representing elementary/secondary)

Municipal Government Representative (1)

Other Stakeholders, preferably including a student. This is an open category, and may include additional teachers, parents, or members of the community who would add value to the committee. (3)

Roll Call:

Kirsi Allison-Ampe	Yes	Len Kardon	Yes
Paul Schlichtman	Yes	(3-0)	

The subcommittee discussed the invitation to serve on the screening committee, using the Waltham invitation as the baseline. In the process of developing the invitation, the following timeline has been established:

- School committee approval of size and composition of screening committee: September 10.
- Deadline for applying for a seat on the screening committee: September 17
- Superintendent Search Process Subcommittee meets to recommend screening committee members: September 22.
- School committee approval of screening committee membership: September 24
- Orientation meeting: September 29 at 7:00 p.m..
- First screening meeting: Week of October 12.

On a **motion** by Mr. Kardon, **seconded** by Dr. Allison-Ampe, it was **voted** to approve the Invitation to Join the Arlington Superintendent Search Screening Committee.

Roll Call:

Kirsi Allison-Ampe	Yes	Len Kardon	Yes
Paul Schlichtman	Yes	(3-0)	

On a **motion** by Dr. Allison-Ampe, **seconded** by Mr. Kardon, it was **voted** to adjourn at 11:20 a.m. **Roll Call:**

Kirsi Allison-Ampe	Yes	Len Kardon	Yes
Paul Schlichtman	Yes	(3-0)	

Arlington School Committee



Invitation to Join the Arlington Superintendent Search Screening Committee

The Arlington School Committee invites interested persons to submit their names for consideration as members of the Superintendent Search Screening Committee.

The school committee will strive to ensure search committee members include underrepresented constituencies, as members are chosen to fill these seats:

- 3 School Committee members
- 3 Parents (representing elementary/secondary, including one SPED parent)
- 1 Central Office Administrator
- 2 Principals or Assistant Principals (representing different levels)
- 2 Teachers (representing elementary/secondary)
- 1 Municipal government representative
- 3 Other Stakeholders, preferably including a student. This is an open category, and may include additional teachers, parents, or members of the community who would add value to the committee. *(Categories are subject to School Committee approval, September 10, 2020)*

The Search Committee will hold an initial orientation meeting on **Tuesday, September 29 at 7:00 p.m. The meeting will be conducted on Zoom.**

If you are selected, you must be available to meet on this date, and must be available for all future meetings. Search Committee members will participate in a confidential screening of candidate applications, developing interview questions, actual interviews of candidates, and making recommendations of finalists to be submitted to the School Committee.

All submissions must be received electronically by **September 17, 2020 at 3:00 pm.**

Search committee meeting dates will be determined at its September 29, 2020 meeting. Depending on COVID protocols, future meetings may be conducted in person.

If you are interested in serving, please submit a statement of interest to the Arlington School Committee. In your statement of interest, please describe how your background or experience is relevant to the work of this committee. You should also identify any affiliations (or membership in underrepresented constituencies, including second language status) categorized in the description of the search committee. Parents should also indicate the grade levels of their public school children.

Please direct your statement of interest electronically to:

Karen Fitzgerald, Administrative Secretary

Arlington School Committee

kfitzgerald@arlington.k12.ma.us

781-316-3540



Town of Arlington, Massachusetts

Nomination of members for the Superintendent Search Screening Committee

ATTACHMENTS:

Type	File Name	Description
▣ Reference Material	steering_committee_soi_list_(2).xlsx	steering committee SOI list 9 21 2020
▣ Reference Material	screening_committee_SOI_(2).docx	screening committee SOI

Name	Street Address	Pct
1 Jessica Orsak Dombrosky	36 Brunswick Road	10
2 Len Kardon	65 Tanager Street	20 School Committee
3 Ramona Nichols Granucci	16 Nourse Street	21
4 Paul Schlichtman	47 Mystic Street	9 School Committee
5 Scott Lever	81 Kensington Park	8
6 Jsn Regrut	98 Fairmont Street	4
7 Tracy Callahan	16 Wollaston Avenue	16
8 Rachel Ostrow	20 Stone Road	15
10 Junlei Li	147 George Street	18
11 Pearl Morrison	14 Pawnee Drive	13
12 Brian M. Doyle	14 Upland Road	15
13 Sindhumathi Revuluri	30 Fairmont Street	4
14 Sarah Lamm Barton	57 Huntington Road	19
15 Ian Lawson		
16 Heather G. Peske	203 Florence Avenue	16
17 Heather Tokatlyan	39 Avola Street	18
18 Alison Elmer	APS	
19 John Macuk	AHS - Science Department	
20 Michelle Muhlanger	1 Carl Road	19
21 Sanjay Marwaha		
22 Joe Curro	21 Millett Street	15
23 Jen Rothenberg	31 Cedar Avenue	12
24 Wendy Fields	175 Overlook Road	15
25 Kirsi Allison-Ampe	2 Governor Road	15 School Committee
26 Claire Johnson Abbott	22 Fisher Road	12
27 Michael Brownstein	62 Marathon Street	3
28 Komal Bhasin	86 Lancaster Road	20

Late

29 Kim Pratt	Stratton Teacher - Grade 1	
30 Karin Moellering		
31 Inae Hwang	24 Coleman Road	14
32 Molly Blaauw Gillis	20 Alpine Street	21
33 Mark McAneny	APS Bishop Principal	
34 Margaret Credle-Thomas	APS METCO Director	
35 Isabella Miettinen-Garrett	AHS Student	
36 Em Levell	AHS Student	
37 Bea Croteau	AHS Student	
38 Tamaki Sugihara	AHS Student	
39 Maia Patel Masini	AHS Student	

[illegible]

ciate Commissioner, DESE

ciate Commissioner, DESE



1. Jessica Dombrosky

Dear Members of the Arlington School Committee,

I would like to submit my name for consideration to serve on the Superintendent Search Screening Committee. As a member and Secretary of the Arlington Special Education Parent Advisory Council, I have met monthly with administrators to discuss parent interests and concerns. I've run the SEPAC mailing list, helped organize meetings and workshops, and communicated with caregivers on available resources to support the needs of their family. I feel my personal experience as the parent of a sixth grader and perspective as the liaison between the school administration and parents would be an asset to this committee.

Best Regards,

Jessica Dombrosky

2. Len Kardon

Here is my statement of interest for the screening committee:

I have been a member of the Arlington School Committee since 2016 and served as chair from April 2019-May 2020. I am currently chair of the CIAA subcommittee and a member of the budget and superintendent search process subcommittees. I have served as the School Committee liaison to the Arlington Education Foundation for the last four years.

I served as a co-chair of the Build Arlington's Future campaign in 2019, a precinct captain in the Build Arlington's Future campaign in 2016, and a member of the steering committee for the Yes for Arlington campaign in 2011. I have served as an Arlington Town Meeting member since 2011. Prior to joining the Arlington School Committee, I was active with the Arlington Special Education Parents Advisory Council (SEPAC). I have three children, a Junior at Arlington High School, a freshman at Minuteman High School, and an eighth grader in a LABBB collaborative program. Two of my children have had IEPs and I have extensive experience with special education in Arlington.

I am an attorney, currently serving as Deputy General Counsel at Monster.com, a global employment website.

Regards,
Len Kardon

3. Ramona Nichols Granucci

Dear School Committee,

I am writing to express an interest in participating in the search for Arlington's next Superintendent. I am a Peirce Elementary parent of a 4th grade child. Our family is multiracial and both I and my daughter identify as Black and we are one of few, if any, neighborhood Black families at the Peirce School. We feel passionate about our Peirce school community and our relationship to our school, our families and its goals to be a more inclusive, involved and welcoming community.

In terms of my background, I am the Director of Employee and Labor Relations for Mass General Brigham, the largest private employer in Massachusetts with over 80,000 employees. As you can see from my attached resume, I've built my career in education and healthcare with a focus on the most challenging aspects of Human Resources. I am balanced in my approach and have worked closely with key stakeholders to build relationships and maintain a climate of trust and respect. I have extensive experience interviewing people from all levels of the organization from front line staff to executive leadership. In terms of recruitment and selection, I am often asked by executive leadership and client groups to participate in their interview process even if I do not have that particular clinical or functional expertise as my value is not to assess their "clinical abilities" but the ability of that individual to lead and manage others in their specific environment. I believe this is a testament to their trust in my judgment, approach and valuable feedback.

My Master's degree is in Industrial/Organizational psychology with a focus on organizational development and I am especially attuned to the skills needed to engage and improve the work environment which ultimately benefits our students, families and the greater community. I believe my background is particularly helpful in that it allows me to look at the search process through the lens of both a parent and as an Industrial Organizational Psychology practitioner who has spent my career learning and refining my understanding of the competencies required to hire leaders of complex and dynamic organizations.

I am dedicated to positive and constructive community engagement and have recently been appointed the Board of Arlington EATS, which provides food security and dignity for APS students and Arlington residents. I am always looking for ways that I can dedicate my energies and expertise to the community and have given this particular opportunity much thought and believe I would add value to your search

committee. I appreciate your consideration of my request and if you have any questions for me, please let me know.

All the best,

Ramona Nichols Granucci
617-945-3732

4. Paul Schlichtman

I am writing to express my interest in serving on the Superintendent Search Screening Committee.

As a school committee member, and a former central office administrator, I have extensive experience that will allow me to help with the selection process. I was chair of the school committee in 2004, when we conducted a search using a different consultant. (Suzanne Owayda chaired the search committee, she did a great job.) I have also been involved in searches as a potential candidate, so I have seen the process from both sides of the equation.

Most important, as a central office administrator in Lowell, I have seen great superintendents and poor superintendents, and that experience will allow me to listen carefully and critically to candidates as they make their case to the committee.

I look forward to continuing my work as the superintendent search progresses to the next phase.

Paul Schlichtman

5. Scott Lever

Karen Fitzgerald, Administrative Secretary

Arlington School Committee

kfitzgerald@arlington.k12.ma.us

781-316-3540

September 17th, 2020

Dear Karen:

I would like to express my interest in serving on the Superintendent search committee for the Town of Arlington.

My relevant experience and background includes the following:

1. In my professional life I conduct executive search work and assist my clients with the selection and onboarding of senior executives. My work includes leadership development, change management, and organizational behavior with extensive design and use of competency based interviewing, scenario planning, and decision facilitation. I am currently working with one of the Country's leading healthcare payer and providers to select and onboard a new Chief Technology Office with responsibility for \$20B in annual spend and thousands of staff. I'm prepared to bring this same professional experience to the selection of a new APS Superintendent.
2. I've had a chance to work closely with the Superintendent over the past four years as Chair of the Envision Arlington Education Task Group. In this role I've worked closely with APS leadership, the school committee, and other education-related groups in Arlington; and I learned about the range of issues and challenges faced by our schools and their leader. I've grown to appreciate and respect our current Superintendent and the enormous responsibility and influence this role carries. In this time, I've seen the strengths and weaknesses of the Superintendent and I have formed views on the qualities needed in our school leaders. The direct, first-hand experience of working with school leadership offers me unique perspective on the key attributes of our next leader.
3. I am a Town Meeting member and now the co-chair of Envision Arlington. These roles bring me into contact with many citizens of Arlington

and provide me the opportunity to hear many different views, and represent those voices in the selection process.

4. Finally, I am both a product of the Arlington Public Schools and a parent of a Bishop 5th grader and Ottoson 7th grader and deeply committed to our schools.

Thanks for your consideration.

Scott Lever

81 Kensington Park

Arlington

6. Jen Regrut

Dear Ms. Fitzgerald,

I am writing to express my interest in joining the search committee for Arlington Public School's next superintendent. As a parent of a current 5th grader and 6th grader, I have been an active member of the Hardy School Community since my oldest daughter entered kindergarten 6 years ago and plan to be a member of the school community for the next several years (through HS graduation). Last year, I worked as a precinct captain for the highschool building campaign and have also been a member of the Hardy DIG team. I am excited about the opportunity to select a leader who will continue the path of excellence that Arlington has forged and will bring new innovation and resources to a growing system.

If I am selected to be a member of the search committee, I will not only bring my perspective as a parent, but also my experience as a school leader. I have been a public school teacher for the past 23 years and a high school administrator for the last 7. During my career, I have been a member of and chaired several of the search committees for my district including assistant superintendents, principals, and K-12 directors. I always value the process of defining the needs of the key stakeholders and learning about the different ways educators hope to bring their skills to the community. I believe that the value of a superintendent search truly allows a community to reflect and redefine itself. I would be excited to join in this process.

Warmly,

Jen Regrut

7. Tracy Callahan

Callahan.Tracya@gmail.com

(617) 792.0313

September 16, 2020

Dear School Committee,

Since moving to Arlington in 2010, I have followed Arlington Public Schools with interest and wish to be considered for a Parent or Other Stakeholder representative position on the Superintendent Search Screening Committee. I believe strongly in the essential role public education has in our society to strengthen our communities and prepare all youth to be engaged citizens. Public education works best when it supports ALL youth with equity in mind, and celebrates the many aspects of diversity within the schools (both students and staff) as well **as the greater** community. A measure of our success is how those most **disadvantaged are served**. Arlington schools, while already strong, can flourish even more with a visionary superintendent who embraces these community values, explores creative and innovative education methods, and is able to collaborate and communicate effectively with all stakeholders (teachers, staff, youth, families, and the greater community).

I am well-informed on the issues facing APS, having watched most School Committee meetings since 2015, and an active advocate, canvassing for the Gibbs School campaign in 2016 and Arlington High School rebuild in 2019. As the mother of a first and a fourth grader at Dallin, I have frequently volunteered in the classroom and at school-wide events. I have been a member of the Dallin STEAM committee from 2016 to present and served as committee lead in 2018 2019. This experience has given me greater insight into certain aspects of how our schools function and collaborate with parents, as well as some of the challenges encountered by both parties. A superintendent that has a clear understanding of both will be able to better foster schools' relationships with parents and the community.

In addition to my parental interest in education, it has also been woven into my professional life. With a doctorate in neuroscience, I founded and directed a hands-on biotechnology learning lab for middle and high school students for fifteen years at a local biotech company. Central to that work was engaging and educating ALL youth, which included developing **strategies to reach**, inspire and support youth from under-represented backgrounds. During that time I also served as a co-chair for the Diversity subcommittee of the Governor's STEM council (2014-201) and participated

on Somerville's team for the "By All Means: Redesigning Education to Restore Opportunity", an initiative led by the Harvard Graduate School of Education that brought together school superintendent's and other staff to work with Mayors and other town employees to better support under-served families (2016-2017). More recently, my work at the PEAR Institute utilizes validated, research-based and practitioner-inspired tools **to assess** the quality of STEM education. Currently I'm leading a cohort of out-of-school STEM education providers, to enable them to improve program quality and increase the number and support of under-represented youth. This project emphasizes the importance of social/emotional development and support for youth to best learn and thrive. These professional experiences have given me a wider prospective on education and both the challenges and opportunities of educating youth from a wide array of backgrounds, and who bring a variety of assets and challenges. In my professional capacities, I have also been responsible for hiring staff and am familiar with the screening and interview process.

I am available to attend the orientation meeting on September 29th. Also, as I am working reduced hours this fall, my schedule allows me to be available for the many meetings that will be required for this work.

I hope you will give me strong consideration for serving on the superintendent search screening committee,

Sincerely,

Tracy Callahan, Ph.D. 16 Wollaston Ave Arlington, MA 02476

8. Rachel Ostrow

Dear School Committee Members,

I am interested in joining the Superintendent Search Screening Committee. As a resident of Arlington since 2008 and a parent of two Arlington students (currently in second grade and kindergarten), I understand the importance of selecting a new leader for our schools. I attended a focus group during the summer and noted the passion of the other participants as well as the dedication of the School Committee members present to make a strong choice.

TASA (The Arlington Special Education Alliance) supports my selection to this committee. I am an active member of TASA, which means I am in ongoing communication and collaboration with special education families at the middle school and high school levels. I am familiar with the LABBB audit of Arlington's special education programs and procedures. The findings in this audit were echoed and expanded upon in the superintendent search focus groups. As noted in the August 28, 2020 Focus Group Summary Report, "Responders and a broad consensus of those who participated in focus groups were clear that issues of special education need to be addressed as a highest priority for the next superintendent."

I am the parent of a special education student who attends an elementary school SLC. I would like to bring that perspective to the committee and am also well suited to represent other special education families in Arlington. I am committed to connecting with special education families throughout this process in order to develop interview questions and make recommendations that address this priority. I am also the parent of a typically developing student who, like my special education student, began attending APS at age three. I therefore can represent the needs of different types of students during the selection process.

From my past management experience at Sun Life Financial, I have extensive experience in developing interview questions and conducting interviews, as well as sitting on interview panels and making hiring recommendations to a human resources search team.

I can meet the time commitments for this position and am enthusiastic about participating in the process. Thank you for your consideration.

Sincerely,

Rachel Ostrow

9. Michael Browstein

Dear Arlington School Committee Members,

I am writing to you to express my interest in becoming a member of the Superintendent Search Screening Committee.

I have lived in Arlington for 15 years and my daughter was a student at Thompson School for the past four years. My interest in being part of the Standing Committee stems from a desire to support local efforts in identifying an educational leader with a compelling instructional vision that prepares all Arlington youth for their future challenges in postsecondary education, career and life.

Over the past 25 years, my professional work has focused largely on helping school districts across the country to implement state education policies that address personalized learning, competency-based education, career readiness skills and performance assessment. I have worked with diverse school stakeholders (e.g., state department of education leaders, district leaders, educators, parents, students, business/community partners) to help create schools that reflect the educational needs of individual communities. I would like to share my knowledge and experiences in ways that would support the success of the Superintendent Search Screening Committee's efforts.

Also, in July 2020, I was appointed to the Envision Arlington Standing Committee by Dr. Bodie, and currently serve as the lead on the Education Task Group. I believe my role on this committee will be helpful to the Superintendent Search Screening Committee in its work.

Your kind consideration is appreciated.

Sincerely,

Michael Browstein

10. Junlei Li

Arlington School Committee

Attn: Karen Fitzgerald, Administrative Secretary

Statement of Interest to Join Superintendent Search Screening Committee

Dear Members of Arlington School Committee,

My name is Junlei Li and I am a parent of two Arlington High School students. I am writing to volunteer as a parent representative on the Superintendent Search Screening Committee.

Conducting a search for a superintendent is an intensive task under any circumstances, it is especially challenging during COVID and the ongoing struggles for equity and inclusion in our community and country. I hope to add my voice as a parent and an equity-focused educational researcher, but more importantly, as a listener who strives to hear diverse perspectives, identify important differences, and seek common ground in a complex search process.

I am a first-generation immigrant and an Asian American parent of two adopted children. We moved to the Arlington community specifically because of the public school system. My children, having grown up in both majority-African American urban public schools and majority-white rural public schools, have found their place here socially and academically. Their sense of inclusion comes from welcoming peers and encouraging teachers and staff in both classrooms and extracurricular spaces. At the same time, we have also become increasingly aware of the enormous educational and financial privileges in the Arlington community, including those of our own. Such advantages may well overshadow the continuing needs and challenges of students and families who do not have equal access to the opportunities and resources that school or home could offer. The ongoing global pandemic has made inequity of access more visible each day. I believe the important task of the next superintendent, as well as school leadership as a whole, is not only to restore “normalcy” during and after COVID, but to renew our focus on equity of educational opportunities.

For over 20 years, I have been an educator and researcher with a specialized focus on improving educational quality in marginalized communities. Professionally, I serve as a chaired faculty at Harvard Graduate School of Education and the program chair for Human Development and Education. My research and practice work have taken place in orphanages, low-income rural and urban communities, public schools, and child and youth welfare. I serve on state and national advisory committees on early childhood education, educational equity, family engagement, foster care youth resilience, and relational health for children and families. In all my public service work in these committees across educational settings, I believe strongly that my primary role is to listen, understand, and synthesize diverse and

often divergent perspectives. When I do contribute, it is to offer a common thread that echo multiple voices that have already spoken, rather than insisting on a distinct or individual opinion. I hope to be able to support the work of the superintendent search screening committee with the same discipline and disposition.

I hope that a successful search for a new superintendent would bring to Arlington community an educational leader whose experience and vision embodies a deep commitment to an inclusive and welcoming school community for all students, a track record of striving for quality with equity, and a focus on strengthening human relationships, in-person or over “zoom”, between teachers and students, among children, with families and staff, and across our schools and community. If I could be helpful as a committee member, it would be my honor to contribute to the superintendent search process.

Very best wishes for all of your efforts in navigating our schools through the COVID crisis and during this search,

Junlei Li, PhD

Email: junlei_li@gse.harvard.edu

Phone: (412) 654-3716

Address: 147 George St., Arlington, MA 02476

11. Pearl P. Morrison

Dear Ms. Fitzgerald;

I am interested in attending the initial planning meeting for the Superintendent Selection Committee. My background as a Retired School Principal, a parent of 2 children who attended the Arlington Public Schools, and a member of Superintendent Bodie's Diversity Advisory Committee qualifies my application as a stakeholder in the leadership of our town's top educator, the Superintendent.

Thank you for the response to my concerns. My availability will depend on the number of meetings and the COVID19 protocol observed in the process.

Regards,
Pearl P. Morrison

12. Brian M. Doyle

14 Upland Road
Arlington, MA 02474
m.845.926.8715
bmdoyle56@gmail.com

September 14, 2020

Karen Fitzgerald, Administrative Secretary

Arlington School Committee

kfitzgerald@arlington.k12.ma.us

Re: State of Interest of Brian M. Doyle

Arlington Public School - Superintendent Search Committee

Dear Ms. Fitzgerald,

Please accept this letter as my statement of interest to join the Arlington Public School's

Superintendent Search Committee.

I have been a resident of Arlington for approximately 8 years. My wife and I chose Arlington, in part, because of the reputation of its public schools. We are the parents of two young girls, age 3 and attending pre-school in Arlington, and age 5, beginning Kindergarten at the Bishop School next week. We have been nothing short of impressed with the compassion and commitment displayed by the Bishop School staff and are hopeful for a successful year of Kindergarten for our daughter and her classmates. As my children grow in the Arlington Public Schools, I know that strong leadership, a commitment to community, and an innovative understanding of public education will be essential to ensuring the success of our public schools, and that starts at the top with the Superintendent. It because of this critically important appointment that I submit my interest in serving on the search committee.

I believe my experience and qualifications will make me an excellent addition to the search committee. I am the product of a public school education, and the son of a public school teacher and librarian. I know, first hand, the value of a quality public education

and am an advocate for strong leadership and investment in our public schools. I am also a practicing attorney focused in the area of labor & employment, and work full-time for Santander Bank, N.A. Among other things, in this capacity, I assist the Bank with developing talent acquisition strategies, management training, and provide advice and guidance during recruiting phases. I have spent my career focus on employment issues, and believe that will provide a solid foundation and asset to the search committee.

In addition, for the past 8 years I have had the honor of serving on the Board of Directors of the non-profit Coalition of Schools Educating Boys of Color (COSEBOC.org). COSEBOC focuses on providing evidence-based resources to educators and districts supporting the social, emotional, and academic achievement of boys and young men of color. In my role on the Board, I have provided strategic guidance and governance oversight of the organization, operational advice, and my time and energy to promoting social justice and educational equity. It is a cause that I care deeply about and, if selected, will bring that experience and understanding to the search committee.

I am deeply honored for the opportunity to serve my community. Although the work of the search committee may be of limited scope, its impact cannot be understated. The choice of superintendent will influence the agenda and priorities for our public schools, which will influence the future agenda and priorities for our town for, potentially, many years to come. I sincerely appreciate your consideration.

Sincerely yours,

Brian M. Doyle

13. **Sindhumathi Revuluri**

30 Fairmont Street, #1
Arlington, MA 02474

14 September 2020

Karen Fitzgerald, Administrative Secretary
Arlington School Committee

Dear Members of the School Committee:

I write with enthusiastic interest to serve on the search committee for the next superintendent of Arlington Public Schools. A parent of a rising second grader at Hardy School, I am also an educator, and I care deeply about the present and future of the education of our youngest citizens.

I am the proud product of public schools through high school graduation. I was fortunate to grow up in a stable neighborhood, with food and shelter security, and well-educated parents - much, I imagine, the way many of the households in Arlington would describe their story. Still, as the child of non-white immigrants in a predominantly white district, my parents and I had little sense of the hidden curricula, paths of advocacy, available resources, or methods of engagement that produced lasting privilege. This, too, I imagine is the story of many families and students in Arlington: their needs are largely invisible, and well-meaning communities can often overlook what is right in front of them.

A small but telling example of invisible needs affected my well-resourced, well-educated, and able-bodied family at the start of last school year. My child's other parent and I separated, and he began living in a two-home family. Because his parents are resourceful and privileged, we made sure to attend to his social-emotional needs and communicate proactively with his teachers. But one small detail caused a relatively large challenge in attending to his needs: backpack mail. This charming structure, whereby students bring home messages from teachers - including the spelling words for the following week - necessarily meant that one of his parents was left out of key announcements and content. We worked it out, but we shouldn't have had to. There are a myriad of other ways to communicate, and they should have been employed proactively. It should not have been the newly divorced, queer, mixed-race family who should have to bring to the attention of teachers and school administrators that someone was being left out or at a disadvantage because they did not correspond to conventional, familiar, and majority family structures.

In my professional life, I advocate for transparent, accessible, and equitable structures that can serve a diverse student body in a moment and for a long future. I have done this work for my entire professional life, first in the classroom and then

as an administrator, now overseeing academic engagement units at one of the nation's most elite institutions. It would be easy – even understandable - to be complacent when looking at student outcomes at my current institution. (A 98% graduation rate and average grade of A- hardly seems cause for urgent concern.) Similarly, in Arlington, most of our students will turn out just fine academically and likely otherwise as well, without much or any intervention. But is that good enough? Absolutely not.

Never has the need for leadership beyond traditional metrics of academic success been more poignant than in recent moments: incidents of hate speech and racism in and around our schools, and the disproportionate effect of the COVID-19 pandemic on children and families in different racial and socio-economic categories. I need hardly detail for the Committee the ways in which racism is prevalent and the acute ways in which students, of all ages, are paying attention to our responses. It is not lost on anyone paying attention that the nightly vigil in Arlington, ongoing for months, was led by students from AHS. I am proud to call them my fellow citizens. Similarly, many families of means have coped with the challenges and responsibility of remote schooling by seeking resources in the form of online classes, apps, and hired help. These are understandable responses when one is caught between the demands of work and parenting. But they are absolutely not available to everyone. And their prevalence masks the true challenges our students face because their aggregate outcomes will be strong. But this is not the Arlington that I want to live in. I seek a superintendent who understands that we are educating the citizens of the future, from the minute they register for kindergarten until they graduate from AHS. I seek a superintendent who will collaborate with teachers and school administrators to know and provide what is best for all students. I seek a superintendent who sees the diversity of homes, families, languages, learning styles and strengths in Arlington. I seek a superintendent who has a vision of how to be flexible and nimble, while leading with strong principles of equity and access. I seek a superintendent who partners with students and parents to hear about their experiences and who can be a proactive leader.

As a manager of high-level staff, I am sensitive to what it takes to be an effective leader at the level of rhetoric and in pragmatics. I have experience leading and serving on many search committees for high-level positions within higher education, and I also have experience as a candidate in such searches. I have worked with a broad range of constituents to hire for positions that were brand new and positions that were inheriting structures, politics, and staff. I have worked on strategic planning, physical spaces, budgets, and IT systems in times of maintenance and significant change and know many of the factors that educational leaders must weigh.

Finally, I am well-versed in mitigating bias in search practices.

I would be excited to bring this experience and more to this process, and it would be an honor to serve the town of Arlington and its youngest citizens as part of the search committee for the next superintendent. I wish you success in finding an excellent candidate for this critical position.

Best regards,

Sindhumathi Revuluri, PhD

Parent of rising second-grade student at Hardy Elementary School

Associate Dean of Undergraduate Education, Harvard College, Cambridge, MA

14. **Sarah Lamm Barton** (PhD, Cantab)

57 Huntington Rd

Arlington, MA 02474

(301) 525-5820

camlamm@gmail.com

14th September 2020

Superintendent Search Committee

Arlington School Committee

Dear Search Committee,

I am writing to express my interest in serving on the Superintendent Search Screening Committee. I am able to attend the orientation on Sept. 29, and am committed to attending all subsequent committee meetings. As the parent of two young children (entering grades 1 and 3 at the Peirce School), including one who receives special educational services via an IEP, I am deeply invested in ensuring the long-term success of the school district. Equity, cultural competency, social-emotional wellbeing, and academic rigor are of high priority for me.

As a member-at-large of the Arlington SEPAC, I consistently attend monthly business meetings of the group, and have a cordial working relationship with SPED Director Alison Elmer. This affords me a strong understanding of the strengths and weaknesses of the special education department from a more holistic perspective, as well as the personal perspective as a parent. I am eager to ensure that the voices of SPED students, families, and employees are represented on the search screening committee.

I have participated in several academic search committees, including as a voting member of the committee to hire Pomona College's first professor of Jewish studies. Most recently I served as a parent representative on the advisory committee to hire Peirce's new principal.

Sincerely,

Sarah Barton

15. Ian Lawson

Good morning, Karen, my son (entering grade 5 at Brackett) and I would be very interested in contributing as members of the search committee. Our family just moved to the area for the schools - from Grapevine, TX - and are very thankful for the community we've encountered thus far!

Professionally, I work with my teams in identifying and building technological solutions to logistical challenges. I'd love to stretch those muscles in this effort, on behalf of our new neighbors. And, my 10 yo son, Tate, is a good processor who I'd love to see work alongside others - and grow from listening to the wisdom of the group - in this environment.

Please let me know what you need further from me in considering our involvement.

Best regards,

Ian Lawson

We have a 4yo with Down Syndrome who will be at Menotomy Pre-K, and we have a 7yo who will be in Grade 2 at Brackett, in addition to the afore mentioned 10yo Who will be in Grade 5 at Brackett.

16. Heather G. Peske

Superintendent Search Committee: Expression of Interest From Heather G. Peske, Ed.D.

To the Members of the Arlington School Committee:

I am interested in serving on the Arlington School Committee's Superintendent Search Committee. I believe the superintendent is a critically important role; this individual will set the direction and manage the outcomes for Arlington students for generations to come. I appreciate the School Committee's commitment to inviting members of the community to participate in the selection process. If I were selected to serve, I commit to the time and work required to support the School Committee to find an excellent leader. Thank you for considering me. –Heather G. Peske

Relevant background and experience:

- Two children in the Arlington Public Schools at the Brackett Elementary and Ottoson Middle School;
- Committed to building Arlington as a district of excellence that closes opportunity and achievement gaps and supports all our students to succeed.
- Over 25 years of experience in education as a teacher, administrator, state and federal policymaker;
- Currently serve as the Senior Associate Commissioner for Instructional Support at the Massachusetts Department of Elementary and Secondary Education;
- Deep knowledge of the expectations for teaching and learning in our state, the curriculum standards, MCAS and the accountability system;
- Work with superintendents and assistant superintendents across the state and have a clear understanding of the roles and responsibilities;
- Since 2018, serve on the Brackett Elementary School Site Council supporting the principal and teachers;
- Hold a doctorate in education with a focus on administration, planning and social policy from Harvard Graduate School of Education;

17. Heather Tokatlyan

Dear Karen and others concerned,

I am interested in serving on the team that will be assisting with the candidate review for the Superintendent position opening in our town. I am a parent and not otherwise affiliated with the education community in this district or any other. My career is in the biotech industry and I have a science background with a BS in Biology. This industry requires precise communication and work organization for the safety of patients taking the medicines we make. My contribution as a parent and also a person without formal education system expertise can represent the population of parents that are actually less knowledgeable about the school system and the aspirations we have for the schools and the leadership that represents them. I have 3 young children that I hope grow up within this public school district. My oldest daughter is beginning 2nd grade in the Dallin virtual program on the 21st of this month. My younger daughters are 4 and 2 and the 4-year-old attends the Boys & Girls Club and is rejoining the PreK program there this fall. I realize not a public district school however, a wonderful community asset that follows the recommendations of the public school system. I hope that whomever is selected for the role of Superintendent leads the district schools, faculty, students and families through a successful and fulfilling journey.

Best,

Heather Tokatlyan (parent)

617-840-1400

18. Alison Elmer

Hi Karen,

I'm not sure what statement they are looking for from school staff, but I would like to be on the Superintendent's Search Committee.

I am a veteran educator with 20+ years of experience (*teacher (4 yrs,) a school-based administrator (7 yrs,) and central office administrator (10 yrs)*) in the field of special education. In addition to my other professional licenses, I hold the Superintendent/Assistant Superintendent Licensure. My administrative experience has been in a large urban school district and a smaller suburban district. Arlington really does represent an amalgamation of those communities and I have first hand experience with the leadership required from a Superintendent in both settings. Aside from Rob Spiegel, I am the current central office administrator with the longest tenure in the role and have participated in the search committees for other senior leadership positions, including the Asst Superintendent & CFO. I believe someone who understands the impact a Superintendent has from all of these perspectives is critical on the team and the unique needs and responsibilities of special education should be represented on the Search Committee. Thank you for your consideration.

Take care,

Alison Elmer
Director of Special Education
Arlington Public Schools
869 Massachusetts Avenue
Arlington, MA 02476

19. John Macuk

I am interested in participating in the Superintendent Search Committee. Besides being a teacher at AHS for the last decade, I was part of the search committee for AHS principal which selected Dr. Janger.

Sincerely,
John Macuk
AHS
Science dept.



he/him/his

20. Michelle Muhlanger

Ms. Fitzgerald, I would like to express my interest to volunteer for the Superintendent search committee, as an elementary school parent representative. I have a daughter entering 1st grade at Stratton and a four year old son.

I served for four years on the Board of Directors of TSC Child Care Center in Cambridge MA. I served as President twice. During my second tenure, the Board of Directors removed a Center Director and hired a new Center Director under my leadership. During the hiring process, we brought in staff, parents and board members to participate. Utilizing a transparent process and clear communication, we were able to achieve a unanimous search committee vote and unanimous board vote on the new Center Director.

In my professional career, I have over eight years of formal leadership experience, including hiring many employees at the staff, supervisors and manager level. In 2012 I was promoted to Deputy Regional Administrator for the Federal Railroad Administration. Earlier this year I was promoted to Deputy Regional Administrator for the Federal Transit Administration.

<https://www.linkedin.com/in/michelle-muhlinger-3a86b724/>

Please let me know if you would like any further information.

Sincerely,

Michelle Muhlanger 508-451-2204 1 Carl Rd Arlington.

21. Sanjay Marwaha

I would like to submit my name for a role in your search committee.

I am the father of a Menotomy PreSchool student and a Grade 3 Dallin student, one of which receives additional services from the town. I have a perspective from my 8 years of living in Arlington on how we can take this great district and make it better and the type of energy and passion it will take to help us grow and evolve.

I also grew up in several countries around the world and bring a slightly different perspective on some issues that may not necessarily be considered.

In my professional life, I am a senior executive for Microsoft and have managed large teams as a C-level executive. I have an appreciation for strong organizational skills, people management expertise and the ability to garner support and build coalitions.

With warmest regards,
Sanjay

--

Sanjay Marwaha

EML:: tigermarwaha@gmail.com

Cell:: +1 617 610 8320

22. Joseph A. Curro, Jr.,

Dear Ms. Fitzgerald,

Per Mr. Schlichtman's instructions, I am writing to submit my name for consideration as the municipal government representative on the Superintendent Search Screening Committee.

I currently serve as Vice Chair of the Arlington Select Board, my second time holding this office, I am in my ninth year as a three-time elected member of the Board, which I also chaired from 2017-2018.

During my time on the Select Board, my liaison and subcommittee responsibilities have included the Long Range

Planning Committee, the Youth Health and Safety Coalition, and the School Enrollment Task Force, among other assignments. I was directly involved in the screening and interview process for the Comptroller, and I played a leading role in drafting the commitments underlying the successful 2019 Proposition 2-1/2 override campaign.

As you know, I was twice elected to the School Committee, where I served for four years, including one year each as Secretary and Chair. My tenure on the School Committee coincided with our last Superintendent search, a successful operating override, and a large resident-led bridge funding campaign for our schools.

In addition to the above, I am a former member and chair of the Human Rights Commission and long-time Town Meeting Member from Precinct 15. I am the father of an Arlington High School senior and of another Arlington Public Schools graduate. Both of my daughters attended Stratton Elementary School, Ottoson Middle School, and Arlington High School. I have been a frequent volunteer in the schools, and I served for several years on the board of the Performing Arts Parents Association.

Professionally, I work as the Director of Enterprise Architecture for the Massachusetts Medical Society, publishers of the New England Journal of Medicine. In this role, I have staff hiring and oversight, as well as budgetary responsibilities. The role of Superintendent of Schools is vital to the ongoing success of our town. In the absence of other expressions of interest in filling the municipal government representative slot on the Superintendent Search Screening Committee, I would be happy to be of service.

Sincerely,

Joseph A. Curro, Jr.,

23. Jen Rothenberg

Dear School Committee members:

I am writing to express my interest in being considered to be one of the members of the Superintendent Search Screening Committee.

As the director of Arlington Community Education (ACE), a parent of a junior at AHS (as well as 2 children who graduated in 2017 and 2019) and a long-serving member of the Arlington Park and Recreation Commission, I feel I have a unique view of the role of the superintendent and the importance of strong relationships in Arlington. ACE operates within the school system and the relationship with the superintendent is key to assuring that we meet the needs of all families in Arlington. I have worked closely with Dr. Bodie over the years and we have been able to create unique programming based on what she is hearing from parents. The success of ACE is dependent on the support of the superintendent and the school committee, and I would like to ensure that whoever becomes the next APS superintendent is willing to keep ACE a priority.

Positive relationships with other organizations and committees is now more important than ever, and with the high school rebuild and learning to navigate new protocols and shared spaces during Covid, we have to support our community. ACE is an important part of that community.

Thank you for your consideration.

Jen Rothenberg

24. Wendy M. Fields

Dear members of the school committee,

I am writing to you today because I hope to serve on the search committee for our next superintendent. I apply for this position as a parent first and as an educator second.

I began my teaching career in Revere, where I served for 7 years. From there, I moved on to Belmont and taught there for another 2.5 years. It was at this time that I sadly had to put my teaching career on hold so that I could be more present for my then 3 year old, who was expelled from her preschool due to what we would soon realize (and at the time suspected) was a learning disorder.

My daughter now attends Stratton and will be going into 3rd grade this fall. She is thriving there after failing to thrive in her kindergarten year at Dallin and I want to find the kind of superintendent who is interested in examining what works well in our SPED department so that those successes might be achieved elsewhere in the district.

I also have a son who will be entering kindergarten this year. This was supposed to be the year I went back to teaching but... well, a pandemic happened. It is my hope to use the extra time this affords me to help the school committee to select a superintendent who can lead APS with intelligence, compassion, proactivity, and faith in the teachers who are the backbone of this district.

I have had the pleasure (and, at times, the agony) of teaching under 3 very different superintendents. I understand how a superintendent sets the tone of a district. How do they approach professional development? How are they at communicating, both with staff and the community? How do they respond to complaints? What is their demeanor like in meetings large and small? Are they proactive or are they reactive? What was the teacher retention rate like with them in whatever leadership roles (superintendent/asst superintendent /principal/etc) they have filled in the past? These are important questions.

I hope that my experiences as an educator and as a SPED parent earn me a spot on this committee and, should that be the case, I look forward to working with all of you.

Sincerely,

Wendy M. Fields

25. Kirsi Allison-Ampe

Superintendent Search Process Committee
c/o Ms Karen Fitzgerald, Administrative Secretary
Arlington School Committee
869 Massachusetts Avenue
Arlington, MA 02476

To the Superintendent Search Process Committee:

I write to apply formally for the Superintendent Search Committee. This is the most important task a School Committee member can do, and I'd like to be a part of it. If chosen, I would bring a decade plus of experience on the School Committee and the Long Range Planning Committee, extensive knowledge of our current High School Building Project, as well as a parent's perspective on the Arlington Public Schools.

I have served on the Arlington School Committee since 2010. During this time I have sought to be a voice for parents and students, working to increase our schools funding, upgrade our buildings, and improve education for all our students. I have served as Chair twice during this time, working closely and cooperatively with the Superintendent. I have also been Chair of the Budget Subcommittee for numerous years, striving to make our budget better match our district's needs, and to also increase clarity and transparency into our documents.

I have also served on the Long Range Planning Committee since 2010. I have seen the decision process followed in this group evolve over time and have worked throughout to communicate the needs of our schools, the impact of underfunding, and the educational consequences of various funding formulae. I have been able to observe the important role of the Superintendent in this group, especially in advocating for appropriate funding levels.

My work toward a new high school began in 2012 by helping craft brochures to communicate the needs of our high school to Town officials and the Finance Committee. I have continued this work through my membership on the High School Building Committee, with a focus on communications. The Superintendent is a

crucial part of this project and I would seek to ensure that the new Superintendent brings skills necessary for the job.

Finally, I bring years of personal experience as a parent of students in our schools. My youngest daughter began at APS in kindergarten and is now a high school sophomore. Her sister graduated AHS in 2019. I have seen how decisions at the district level affect children at the classroom level, and I know that there is still significant room for improvement in our schools. I hope that in serving on the Search Committee, I can help make this improvement happen.

Sincerely,
Kirsi Allison-Ampe
2 Governor Rd
Arlington MA

26. Claire Johnson-Abbott

Dear Members of the School Committee,
Claire Johnson Abbott
22 Fisher Rd.
Arlington, MA 02476

Arlington School Committee
kfitzgerald@arlington.k12.ma.us
781-316-3540

Thank you for considering this request to join the Arlington Superintendent Search Screening Committee as a parent representative. I would like to preface my statement of interest with a recommendation that in addition to one SPED parent, you also prioritize the selection of a parent or guardian of a student(s) of color to ensure that this important perspective and lived experience is present on the committee. I am not a parent or guardian of a student of color. My orientation to a selection process like this, while well-intentioned and driven by a commitment to racial equity, comes from a white woman's lived experience that will not necessarily push you to think differently or in a manner that disrupts historical patterns of inequity in our district. While I would be honored and willing to participate, I would prefer to do so alongside—not instead of—at least one parent or guardian of a student(s) of color. With that precondition, you're welcome to consider my application.

My husband and I have three children in Arlington: a 2nd grader and 4th grader at Brackett Elementary School, as well as a rising Kindergartener who will join her brothers next year. I am a parent representative on the Brackett School Council, and my husband is on the board of the Brackett Afterschool Program (BASP). We love this town and are committed to supporting a strong public school system that meets the needs of each and every student.

I have spent my career working in support of equitable, high quality public education, both personally and professionally. As a member of the Brackett School Council, I have worked closely with Mrs. Zerchykov and the Brackett staff on matters related to diverse staffing, creative scheduling, and family communications; development of the School Improvement Plan; and most recently the design and implementation of the August 2020 "listening session" with Brackett families. This experience has given me important insight into the intricacies of school operations, strategic planning, and effective family collaboration.

Professionally, I am the Manager of PreK-12 Educator Effectiveness Policy at the Massachusetts Department of Elementary & Secondary Education, where I support the development and implementation of policies related to workforce diversity,

educator evaluation, induction and mentoring, and professional development. Since 2012, I have worked closely with individual superintendents as well as MASS and MASC leadership to develop state policies that are supportive, rather than barriers to effective leadership. Through my work, I remain committed to supporting district leadership models that are driven by a commitment to equity, intrinsically collaborative, data-driven, and sustainable.

If I were selected as a parent representative on the search committee, I would bring my parent perspective as well as the experience and knowledge afforded to me through my work at DESE. My hope is that we can attract and hire a superintendent with exceptional communication skills, a willingness to challenge and provide visionary alternatives to deep seeded policies or practices that are causing harm to students or preventing progress, and a commitment to ensuring that each and every student has access to a rigorous and dynamic education.

Thank you for your consideration.

27. Michael Brownstein

Dear Arlington School Committee Members,

I am writing to you to express my interest in becoming a member of the Superintendent Search Screening Committee.

I have lived in Arlington for 15 years and my daughter was a student at Thompson School for the past four years. My interest in being part of the Standing Committee stems from a desire to support local efforts in identifying an educational leader with a compelling instructional vision that prepares all Arlington youth for their future challenges in postsecondary education, career and life.

Over the past 25 years, my professional work has focused largely on helping school districts across the country to implement state education policies that address personalized learning, competency-based education, career readiness skills and performance assessment. I have worked with diverse school stakeholders (e.g., state department of education leaders, district leaders, educators, parents, students, business/community partners) to help create schools that reflect the educational needs of individual communities. I would like to share my knowledge and experiences in ways that would support the success of the Superintendent Search Screening Committee's efforts.

Also, in July 2020, I was appointed to the Envision Arlington Standing Committee by Dr. Bodie, and currently serve as the lead on the Education Task Group. I believe my role on this committee will be helpful to the Superintendent Search Screening Committee in its work.

Your kind consideration is appreciated.

Sincerely,

Michael

28. Komal Bhasin

On Wed, Sep 16, 2020 at 9:40 PM Komal Bhasin <kgbhasin@gmail.com> wrote:
Dear Ms. Fitzgerald,

I hope this message finds you well. I would like to apply to be part of the Superintendent Screening Committee, and I have attached my application. Thank you for your consideration.

I understand that in applying we need to attest that we are able to make all the meetings. I am aware of the 9/29 evening meeting, but I was wondering if there were additional information provided about how many meetings (or when these would take place) would be part of the process?

Thank you,
Komal

86 Lancaster Road
Arlington, MA
September 16, 2020
Karen Fitzgerald
Administrative Secretary
Arlington School Committee
869 Massachusetts Avenue, 6th floor
Arlington, MA 02476

Dear Ms. Fitzgerald:

I humbly submit my application for membership on the Arlington Superintendent Search Screening Committee for your review. I believe my professional experience as a teacher and leader in public schools and my personal experience as a woman of color and a mother to a student enrolled in Arlington Public Schools will allow me to contribute meaningfully to the Search Screening team.

My work experience in public education and in managing inclusive hiring processes is highly relevant to the work of the committee. In addition to my experiences as a public-school teacher, I have 14 years of professional experience as a public-school principal, which gives me a strong understanding of the skills needed to build safe and supportive school environments. In my current role, I work as a Senior Associate Commissioner, overseeing the Kaleidoscope Collective, at the Massachusetts Department of Elementary and Secondary Education. In this role, I support school and district leaders, including Superintendents, to implement deeper learning experiences in their schools in grades preK-12. The opportunity to

support district leaders in very different settings across the state, including Andover, Lawrence, Springfield, Chatham, and Great Barrington, has equipped me with a strong sense of the core skills that a Superintendent would need to be successful. Additionally, designing and implementing transparent and unbiased hiring processes has been a central part of my role both at DESE and as a building principal. In my role as a hiring manager, I have identified core competencies, developed questions and performance tasks that matched these competencies and developed processes to mitigate bias. In many settings, I have worked collaboratively in district-wide committees, including hiring committees. My deep understanding of the qualities of effective school and district leadership, as well as experience with hiring processes will allow me to add value to your committee. Additionally, my professional experiences have led me to develop expertise in some of the skills on which the Search Committee seeks to focus the Superintendent interview process, particularly the skillset of supporting all learners and operationalizing a commitment to diversity and inclusivity. As a principal in Lawrence, I was privileged to support a population of students, which had a high percentage of students with disabilities and English Language Learners, to achieve high academic growth. My current role involves supporting district leaders to do the same. Additionally, as a building principal, I designed processes to recruit a diverse and talented staff, ultimately bringing the percent of teachers of color in the school to 43% over a 6-year period. In my current role, I provide professional development to school and district leaders equipping them with skills to ensure their curriculum and instruction reflects their commitment to social justice and anti-racism work. I will be able to leverage these experiences in supporting the committee to develop interview questions and screen candidates for expertise in these areas, which the Superintendent search brochure identifies as high priorities for the town. My personal background is also relevant to the work of the Superintendent Search Screening Committee. My oldest child is currently in the 1st grade at the Dallin school (and my youngest is 2 years old and will enter the Arlington public school system in 3 years), so I anticipate being part of the Arlington Public School community for many years to come; therefore, this search is deeply personally meaningful to me. Since joining the Dallin School last year, I have participated actively in school events, including supporting the work of the Diversity, Equity and Inclusivity Committee. As a resident of Arlington for nearly a decade, I have built strong community ties and have strong investment in finding a Superintendent who is a good fit for the town. In addition, as a woman of color and a fluent speaker of the Spanish language, I have developed strong cultural competence skills and share experiences with groups that may be currently

underrepresented in Arlington leadership. As the child of parents who immigrated to the US with limited English proficiency, I have a first-hand understanding of some of the challenges families may face in navigating the school system. It is important to me to represent the interests of people who share my background, or other underrepresented backgrounds, in the conversation about this important hire. Thank you for your consideration of my application to participate in the Superintendent Search Committee. Please do not hesitate to reach out with any questions.

Sincerely,
Komal Bhasin

29. Kim Pratt

Hi Karen and the Superintendent Search Screening Committee,
Please forgive my tardy submission. As you know, we are quite busy getting ready for the start of school and I have not had a minute to compose this email today. I am returning as a Hybrid teacher and have been busy setting up my classroom and attending PD.

I am writing to state my interest in joining the Superintendents' Search Committee. I am a teacher at the Stratton Elementary School. I have been teaching in Arlington for 22 years. I love teaching in Arlington and would love to be part of the committee that works to find our next Superintendent.

I have served on several committees with Dr. Bodie - the Superintendent's Advisory Committee, The Stratton Rebuild Committee, and as a Math Mentor as she began that program many years ago. I feel that I know this district, it's values and what the Elementary teachers are looking for in a leader.

This summer I worked with Dr. MacNeil on the Elementary Live Synchronous Instruction Committee. I learned about what direction the town is looking towards for its students. This is a huge task and I would be happy to be a part of it.

I look forward to your decision.
Thank you and best of luck to you all.
Kim Pratt

--

Kim Pratt
First Grade
Stratton Elem. School - Arlington, MA

30. Karin Moellering

I am writing in connection with the superintendent search and would like to be considered for the committee.

I am a mathematician by training and have a broad background in product management and strategy. Having started at my current company as employee no 40 (out of approx. 200 now), I have been involved in interviewing a number of candidates for various positions, assessing candidates for their qualifications, but also regarding their fit w.r.t. company culture and status / roadmap of the company. The experience I gained here can easily be transferred to the current superintendent search.

My two boys, Paul and Theo, are attending Bishop Elementary entering Kindergarten and 2nd grade next week. I am an active member of the school community, and have served two years as the treasurer of the Bishop School PTO since Paul started Kindergarten. Currently, I am helping with the outdoor learning initiative at Bishop. Through those activities, I have gained some insight into the runnings of the school and the school ecosystem including the role of the superintendent and the school committee.

Being German myself, my kids are bilingual and have benefited from the reading and speech support at the school, emphasizing to me the importance and tremendous value of these programs.

I hope you will consider me for representing elementary school parents in the search committee.

Best regards,
Karin Moellering

510 926 5857

31. Inae Hwang

Dear Search Committee,

I am writing to express my interest to serve on the Superintendent Search Screening Committee. I am available to attend meetings on Tuesday evenings and am eager to participate on Sept. 29 th .

As the Chair of the Arlington Special Education Parent Advisory Council (SEPAC), I am committed to this district and in meeting the needs of our school community. I have served as the Chair for the last five years.

I also served on the Director of Special Education search committee when Director Elmer was hired.

I have a great personal stake in this work as an Arlington Public School parent for the last 10 years, with a child receiving special education services still in district at the Gibbs school this year. I am an immigrant of Asian heritage, a parent with disabilities raising two children with disabilities and of mixed race, and a person who identifies as gender fluid and queer.

I am a passionate advocate for human rights with specific work in equity, inclusion, and intersectional social justice and would appreciate the opportunity to support this growing work in our district. I think I'd be an excellent match for the committee.

Sincerely,
Inae Hwang

32. Molly Blaauw Gillis

Dear Karen:

I hope you are well! I am writing to apply for the Superintendent Search Committee. I am a proud resident of Arlington. I am a person of color and a proud mom of a transgender daughter who transitioned during kindergarten at the Peirce School (entering second grade at the Peirce School), and a son with Asperger's who was diagnosed in the 4th grade, is on an IEP, and is entering the 7th grade at Ottoson this year. I love our town and our schools. Our kids have had the privilege of learning from incredible teachers in the Arlington Public School district who have been critical to their growth and development both academically and socially. I'm passionate about ensuring our schools are safe and equitable for all and that together we create a sense of community where everyone feels not just tolerated, but embraced.

I actively serve on the Diversity and Inclusion Group at the Peirce School. I also am an active member of the Town Diversity and Inclusion Groups, convening the leads of the DIGs from schools across the district. I participate in SAFE School training for districts throughout the state focused on LGBTQ+ students and their experiences during which I share my family's story and journey. For several years, I was an active member of the Peirce PTO, leading fundraising efforts for school.

In my professional life, I am Chief Communications Officer at General Catalyst, a venture capital firm, where I lead internal and external communications.

I would welcome the opportunity to leverage my experience and serve the community on the Superintendent Search Committee. I appreciate your consideration of my application.

My very best,

Molly Gillis

20 Alpine Street 617.899.1213

33. Mark McAneny

From: <mmcaneny@arlington.k12.ma.us>

Date: Fri, Sep 18, 2020 at 9:34 PM

Subject: Fwd: Did you

To: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Hello there -

Karen asked me to email you with my interest in being on the Superintendent's search committee.

Please consider this as my interest; thank you so much.

Hope all is well

Mark

Mark McAneny

Principal

Bishop Elementary school

781-316-3791

34. Margaret Credle-Thomas

September 19, 2020

Paul Schlichtmann
869 Massachusetts Avenue
Arlington, MA 02476

To the Superintendent's Search Committee:

Upon learning the Arlington Public Schools school committee was looking for stakeholders to participate in the superintendent search committee, I felt compelled to submit my interest for your consideration. As a visionary leader who has been in the educational sector for eighteen years, and as I have the Director of the METCO program, I believe I will be an asset to the search committee.

As the METCO Director for Arlington Public Schools for eight years, the following examples illustrate my leadership expertise and highlight my creative thinking, problem solving, ability to long-range plan, and how to communicate with a diverse population and the various reasons as why being the METCO program's leadership represented on the superintendent's search committee:

Arlington Public School's mission is to ensure every student is prepared to be a global citizen when they graduate. Students through the METCO program are navigating two communities. In order to align with the district's goals, students need to learn and be coached on strategies to be successful in both communities. Therefore, increasing access for equitable opportunities are the main priority. For example, students need to have an opportunity to receive after-school tutorial services, extra help with teachers or participate in sports/club activities. However, the METCO program has budget constraints and could not afford late bus transportation. Thinking creatively, I implemented a later bus pick up time for students on Mondays and Thursdays so they can have access to the same resources as the students who live in the Arlington community and this was at no additional cost to the program or district.

Staff excellence and professional development was the second district goal I made sure to align with the program. The goal is instrumental in embedding cultural competency and social-emotional learning within a classroom, which then transforms a school. In 2019, I was awarded an Arlington Education Foundation grant to bring the Initiatives for Developing Equity and Achievement for Students

(IDEAS) to Arlington. IDEAS is a course designed to help educators understand the complexity of factors that influence how children learn and provide them with the appropriate tools to: transform their curriculum; ensure equity and excellence for all children; and, in turn, narrow the academic achievement gap. With this grant, I was able to help teachers be self-reflective of their practice and implement action steps towards staff excellence, and as IDEAS instructor I'm able to continue follow-up with the cohort who had taken the course. Subsequently, I was trained as Youth Mental Health First Aid instructor which teaches a five-step action plan for how to help young people in both crisis and non-crisis situations.

A crucial component of the METCO program is parent engagement. I work closely with families to ensure the students' adjustment and academic success within a new academic environment. My knowledge of family systems theory has been essential, as it has allowed me to identify families' strengths and challenges. It is essential for me to work collaboratively with families, design and deliver workshops, and support not only the child but also the entire family.

Ultimately, I strive to make sure the program is part of district initiatives by leveraging resources, my leadership skills and networks. For the last six years, I have been part of the Superintendent's Diversity Committee to ensure the staff is reflective of the student population and the district is committed to hiring a diverse staff of color. Furthermore, I am a member of the METCO Directors' Association and sit on the executive board as Vice President tasked to collaborate with METCO, Inc., and lobbyist for METCO Advocacy Day to support the equitable funding for the program to accomplish its intended goals for students and communities.

In closing, as understanding the global vision and intricate details of the program, I welcome the opportunity to be part of the superintendent search committee to find the next innovative, and visionary for the Arlington Public Schools district.

Sincerely,

Margaret

Margaret Credle-Thomas
Director of the METCO program

35. Isabella Miettinen-Garrett

Hi Ms. Fitzgerald,

I hope you are doing well. My name is Isabella Miettinen-Garrett, and I am a junior at Arlington High School. I have lived in Arlington my whole life and my two sisters and I have all attended elementary and middle schools in Arlington. I am interested in joining the Superintendent Search Screening Committee. As a student who will be at AHS for the next two years, it is very important to me that student voices and opinions are heard in the search for a superintendent. I have already experienced Arlington schools for the past 11 years so I am familiar with how the school district runs, how students feel about it, and what improvements could be made - all from a student's perspective. Since I am halfway through my high school career, I will be a student while the new superintendent is in office and will be motivated to help find the right superintendent for everyone.

Thank you,

Isabella Miettinen-Garrett

36. Em Levell

Dear Ms. Fitzgerald,

I am aware that it has passed the deadline for application, but just recently Dr. Janger forwarded to students the email about this committee and how it is available for students to apply to participate, and I wished to express my interest as soon as possible.

My name is Em Levell, and I am a senior at AHS who has a rather vested interest in how my school will be progressing for the better in the future. Last year, continuing into the summer, I was a part of the research being conducted by the science department head, Sam Hoyo, about how students are experiencing AHS in regards to their gender and identity. I was able to be directly involved in creating our interviews and conducting them. It is the stories I have heard (unfortunately not all good) that have made me wish to try and make my school as inclusive and welcoming as possible. I wish for nothing more than to make sure no other students experience a hardship alone. For people who are gender expansive or a part of the LGBTQ+ community, like me, to have teachers who understand what they may be going through, or at least be able to direct them to those that can help. I believe there should be resources in all the schools in Arlington for those either in the LGBTQ+ community, or those wishing to learn more - be it curious kids questions, or teachers / adults wishing to better understand the students.

I have also been a participant in interviews done at the school regarding mental health, in particular an interview done by The Samaritans at our school regarding their services and how they have impacted me and those around me who live with mental illness. This is another aspect of school that I try my best to keep those around me informed about and try to advocate for, as our social workers at AHS are practically unknown among the general populace. Many don't know that they can get help at school, and I believe the superintendent can help correct that and hire more amazing people like our social workers that perhaps the kids will know better. People in every school who are accessible and approachable for the students.

My general understanding of the superintendent of the schools is that they are the ones that make decisions on staff and the principles they must uphold. They are the one who makes the policies and talks to the school board. They are the person whose principles and understanding of every community must be sound, or they at least must be willing to adapt to new information and help modify the schools for

the better. They are the person who can help make direct change even when I leave for college; the person I'm trusting my friends in the community to. If there is any way I can help in the process of picking them, I wanted to try my best to participate.

I won't lie, I am not the most well versed in the purpose of the school board or who makes it up, who exactly does what in the process, but I am certainly planning to educate myself further on how it all works and flows, regardless of if I am chosen or not. How these people can change my school, and the schools I grew up in, is important to me.

Even if I am not considered for the position, know that if the committee ever has any questions about the LGBTQ+ community, specifically the Gender Expansive community, please do not hesitate to contact me. I am sure Sam Hoyo would also be more than willing to tell you about their dissertation (what our research last year was for), if you wish to chat with an adult.

Thank you so much for taking the time to read this, and thank you for allowing students the chance to help make decisions like these.

Sincerely,
Em Levell, AHS Senior
They / Them / Theirs

37. Bea Croteau

Dear Ms. Fitzgerald,

On Friday of last week, Dr. Janger told me about the opportunity to participate in the superintendent search committee. Below is my statement of interest. Please let me know if you need any additional information. I look forward to hearing from you.

Sincerely,

Bea Croteau

Statement of Interest:

My name is Beatrice Croteau, and I am a junior at Arlington High School. I would like to join the superintendent search committee because as a student at Arlington High School, I believe it is important for students to have a say in decisions that will affect their education and their lives at school. In particular, I am a co-president of the Arlington High School Gender and Sexuality Alliance (GSA), and I have been involved in education activities with the club throughout the district. We have worked with elementary, middle school, and high school staff and students to increase understanding of the queer community. I think I would bring a critical perspective to the superintendent search. I hope you will consider me to be a member of the committee.

38. Tamaki Sugihara

----- Forwarded message -----

From: **Tamaki Sugihara** <tamaki.sugihara@gmail.com>

Date: Sat, Sep 19, 2020 at 12:29 AM

Subject: Interest in the super intendent search committee

To: <kfitzgerald@arlington.k12.ma.us>

Greetings Ms. Fitzgerald,

I have emailed you to inquire about serving in the superintendent search committee. I know I am late in requesting this but Dr Janger mentioned that there was some flexibility afforded to students. I have a great deal of interest in who serves as superintendent for Arlington as it substantially affects me as a student of APS. I would greatly appreciate it if I be part of this.

Sincerely,
Tamaki Sugihara

39. Maia Patel Masini

From: **Maia Patel Masini** <mpatel-masini2021@spyponders.com>

Date: Sun, Sep 20, 2020 at 7:37 PM

Subject: Superintendent Selection Committee

To: <kfitzgerald@arlington.k12.ma.us>

Good evening, Ms. Fitzgerald! I hope all is well with you.

I am interested in joining the Superintendent Selection committee on behalf of the Anti-Racism Working Group and the BSU. I am also a senior at Arlington High School and I can attach my resume if you would like. I wasn't sure the application process so I was told to message you! Thank you for your time!

Warmly,
Maia :)
She/her



Town of Arlington, Massachusetts

Adjournment



Town of Arlington, Massachusetts

Submitted by Paul Schlichtman, Chair